



# words & vision

UCFV Faculty and Staff Association Newsletter

September 1994 Vol. 2, No. 1

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## **FSA NEWSLETTER**

September 1994

### **From The Editor**

Welcome back, or, to UCFV newcomers, simply welcome.

We at **Words & Vision** are back, too, in a new and improved form this Fall ... or at least that's the plan: an issue every single month to keep you posted on late-breaking FSA news, plus other stuff to raise flagging spirits as autumnal darkness closes in—yea, a veritable clarion call of sanity and reason in the bleak foreboding realm of BC post-secondary education. For, as you'll see from this month's newsletter content, things are getting dicier all the time.

We invite letters and submissions on an ever-widening gyre of topics—especially from new people. Last year, our readers enjoyed submissions ranging from wine notes to movie reviews, vision statements, and outright polemics, all flavoured with that unique UCFV *je ne sais quoi*. So speak out! It's a great way to get yourself known around the halls and make life-long enemies. Just kidding. Send your articles, scholarly or otherwise, along to me or Fenella at the FSA Office. Good luck.

-Richard Dubanski

### **President's Report**

As we head into a new Fall term, I'd like to welcome members who have recently joined us. We are glad to have you with us, and look forward to getting to know you. If you sometimes find your colleagues seem distracted or remote, it's a condition resulting mostly from working in an institution changing and growing with minimal or inadequate financial support. You might try saying 'hello' to people while standing directly in the path to the coffee machine. Once reminded that taking time for social contact is a natural and necessary human activity, people here really are friendly and interested.

I realize most of you will need to focus your immediate energies on settling in here, but when you are ready, opportunities to work on behalf of the FSA abound at UCFV. And the FSA is, of course, only as effective as you, its members, make it.

In June, the executive spent a weekend at Manning planning for this year. We got to know each other as an executive as we dealt with some immediate and thorny issues, identified several concrete strategies for accomplishing goals from the previous retreat we haven't yet met, and focused also on the challenge of coping with the rapid pace of

## Treasurer's Report

The FSA is now one-third through its fiscal year and I can report that we are generally on target with our budget. Our largest expenditure, accounting for roughly 50% of our budget, is for our membership in CIEA. Faculty and staff will no doubt have received the brochure from CEIA which outlines what they do and how they spend your money. You will no doubt have noted that 80% of their budget is spent on administration and meetings and only 20% goes to the strike and lockout defense fund. In the last fiscal year, the FSA spent \$126,000, virtually 50% of our budget, to belong to CIEA. That works out to over \$10,000 per month. In terms of individual deductions, membership in CIEA is priced at .85% of faculty salaries, and a nominal \$4.63 per month for full time staff. (For a FTE top-of-scale faculty member, the individual contribution to CIEA is over

\$500.00 per year before tax.) Now CIEA does provide the services associated with membership, but it is our responsibility to continually evaluate whether membership remains worth the cost.

At the last AGM I mentioned that our Association would likely have to face a deficit by year-end (March, 1995) projected in the order of \$22,000. I can also tell you as treasurer that our internal operation is very, perhaps even too lean. An increasing amount of the Association's business is done by volunteers, both faculty and staff, on their own time. We can run down our Association savings while we decide about our priorities as an Association, but I for one believe that our union business should not cost a penny more than 1.5% of gross salary.

-Ian McAskill

## First Staff V.P. Report

As we head into to our third year as a University College, many of us are feeling rather overwhelmed by the changes and increases in work-load brought on by our new mandate. The staff workload committee interviews have really brought these feeling to the fore. Although the interviews have not been completed; those we have spoken to have basically said the same things: work-loads have increased dramatically, in some cases up to 300 percent, while there have been very few increases in staff to handle the extra. For example, out of the sixty new hirings done this year so far, only eight are staff positions and of those, only four are

full-time. Many feel they do not have the time or energy to participate in UCFV functions, be committee members, or even take their holidays for more than a few days at a time.

The FSA Executive is deeply concerned about this situation as it affects not only staff but faculty as well. It is a problem we will most certainly be discussing at the October 26 UCFV PD day, and in the mean time, the Staff Workload Committee interviews will resume by the end of September. If you have not already been contacted by Personnel about your interview, you will be soon. The

reasonably affect student ratings. For example, the instructor may have encountered several students who lacked the prerequisites for the course or there may have been some persistent failure or inadequate support service. Having said that, the instructor should recognize what students are saying. The profile of unsuccessful instructors usually includes a reluctance, even refusal, to do this. Most supervisors know this and expect the instructor to develop a concrete plan for remedial action.

Cases of less than satisfactory ratings should come to my attention. From time to time, a rating isn't warranted by the data, the College hasn't provided fair working conditions, or some major irregularity in the administration of the evaluation policy may have escaped notice. These are exceptions to the rule, but that's what the FSA can fairly be requested to examine. The FSA does not review work performance summaries unless requested. (Another part of the profile of unsuccessful instructors is a lack of initiative to obtain assistance.)

The evaluation policy allows for an in-class observation by the supervisor, normally done to question or confirm data received. Collegial evaluations are optional for semester-based faculty working on their own, in that colleagues are not obliged to submit them. For faculty working in team teaching situations and non-instructional faculty, collegial evaluations are usually routine.

To conclude on this topic, I estimate that unsatisfactory ratings occur only occasionally, and that dismissals for poor or only marginally fair instruction are very infrequent.

All faculty will want to keep in mind the limits placed on academic freedom in two cases elsewhere in the college system. Last year a Criminology instructor up north was disciplined for assigning a "how to plan a rape" essay, and this summer an instructor at Cariboo College was severely disciplined (five month suspension with pay) for consistently anti-women presentations. When he resumes instruction, his classes are subject to monitoring. This case may be grieved and it has occasioned some volley ball columns in the *Sun*. Columnist Trevor Lautens predictably sees the long reach of Chairman Mao into B.C.'s interior, assisted by presumably the 'feminazis', to undermine our freedoms. (I'll state in passing that Mr. Lautens might well investigate the presence of double-think agents in his own institution which retains the advice of one of the worst "p.r." outfits in this world.) Point here is that we have an academic freedom clause in our Collective Agreement (Article 12.4) that obliges faculty to observe some boundaries, or what has been termed "zero tolerance" of discrimination in the classroom.

-Bob Smith



mediated experience. You get on the Net and are engulfed by an ocean of information and a universal community of navigators and seekers, after all. (Let's not think of sharks, etc.)

Bottom line? These opposing metaphors can be understood as gender-generated, i.e., a

holistic feminist perspective vs. techno-nerd-games-playing view. Or maybe what we have in the term 'info superhighway' and its ilk is simply a corporately inspired view of computer-based consumerism, and, as such, an imaginary roadway leading straight to Hell.

-Richard Dubanski

## Essay

### Rambo At The Airshow

*Beware of your sham impartialists, wolves in sheep's clothing, simpering honestly as they suppress.*

*Robert Louis Stevenson*

*The rhetoric of pluralism simply legitimizes the monistic fact.*  
*George Grant*

Tora! Tora! Tora! returned, to amuse and entertain the 235,000 plus spectators that turned up at the Abbotsford Airshow. Tora! Tora! Tora! re-enacted, in a safe and sterile way, the violence of the Japanese attack on Pearl Harbour on Dec. 7, 1941. The surprise attack (although there are many who question this assumption) killed 2,403 soldiers, sailors and civilians and wounded 1178. The fact that so many turned up to watch this event revisited, and the more sobering fact that the organizers allowed the event to be replayed, tends to justify the argument that the Airshow is much more about jingoism and war than some harmless family entertainment.

Tora! Tora! Tora!, though, has a more subtle message; it's a cultural icon that reminds us of our victimization and the need to remain

vigilant against the enemy. And how do we remain vigilant and protect our inflated and indulgent way of life?—through the military. The Japanese attack on Pearl Harbour was consciously directed at a military installation. But on Aug. 6 and 9, 1945, the U.S.A. dropped atomic bombs on civilians; 200,000 died in Hiroshima and 140,000 in Nagasaki. Early in the same year (March 9-10), Superfortress bombers attacked Tokyo and killed 120,000. The fact that we vaporized civilians at Hiroshima and Nagasaki should arouse some sense of disease within our collective conscience. War and violence are not something to gloat over, much less be entertained by; it is tragic and must be lamented. The Abbotsford Airshow, unfortunately, panders to the aggressive deathdealing instincts by inviting some of the

drowns out the voice of ethics, when might beats down right and when action replaces reflection, we, as a people, culture and civilization dwell in the dusk of an era. 235,000 or more turned up at the Airshow. 25,000 appeared at the Christian concert Sonfest. Where have those committed Christians gone when they are called to protest the substantive evils of our age? 8,000 were fortunate enough to attend the Mission Folk Festival. How many of those will, in the spirit of folk protest, stand against the militarism of the Airshow? I suspect very few! 60,000 eagerly passed through the gates at the Agrifair. Where do all these people go when amusement ends and serious responsibility begins? Perhaps H. Arendt's 'banality of evil' is the best term to apply to this sordid and dysfunctional state of values.

Although we lament the increase of violence on our streets and television screens, we are most keen, eager and willing to invite the most powerful and potent violence makers into the Valley to amuse and entertain us. It is ironic that each autumn, ProLife will pack both sides of South Fraser Way (the main street of Abbotsford), but few of those protesters will turn up to protest the Airshow; the connection between militarism and the abortion of life is obvious for to those who

have thought much about it. It is somewhat amusing to hear the howl of protest against the rise of crime and inadequate punishment for crimes in our local area, yet an eerie and ominous silence hovers over the Valley when the Airshow arrives; the military has killed more innocent civilians and broken international law more than any petty blue-collar criminal. But we cry out to be amused by the pyrotechnics of the god of War. Mars becomes incarnate in a visible way for three days each year in Abbotsford. Thousands will turn out with their tents, mobile and motor homes to worship at the shrine. Then, the pilgrimage over, they will return home for another year. Others, more cynical of Mars, will protest by their non-attendance or leave town for a few days. A few, though, will stay and make their presence felt as a symbol of opposition to Mars; the priest and acolytes of Mars, the new Sanhedrin, will conspire to silence the opposition, but the opposition, regardless of numbers, will stand their ground.

1995 promises to be an interesting year; the Air and Trade Show will be in Abbotsford, and it will be 50 years since the bombing of Hiroshima and Nagasaki.

-Ron Dart



(d) Procedure for selecting the Head

1. In the last year of a Head's term, a committee of no more than six members shall be struck by the Dean in consultation with the area and shall be composed of:

- (i) At least fifty percent of the committee selected by the members of the area in an election conducted by the Dean's office.
- (ii) Up to fifty percent of the committee selected by the Dean.

When selecting members for the committee, the Dean and the area shall consider the importance of including representatives from various groups in the area including from staff, from other interested areas, and from various campuses.

2. The committee shall:

- (i) review the requirements of the position including the needs of the area;
- (ii) call for applications for the position of Head by notifying each member of the area;
- (iii) review candidates for the position;
- (iv) recommend a candidate to the appropriate Dean and area for appointment as Head.

When arriving at its recommendation, the committee shall consider the importance of drawing Heads from various campuses and groups within the area.

3. The appropriate Dean and area shall each decide whether to accept the recommendation of the committee.

If the recommendation is accepted by the Dean and by a majority vote of the members of the area, the recommended candidate shall become the next Head.

If the recommendation of the committee is not accepted by the appropriate Dean or by a majority vote of members of the area, the committee shall continue meeting in order to recommend another candidate.

The selection process shall be completed by March 1 of the last year of the current Head's appointment to allow for a period of transition.

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## ***Writing & Publishing Studies Program***

### ***Courses:***

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- ❖ Write Mind Image Writing — Starting Out
- ❖ Writing for Film, TV, and Radio
- ❖ Writing and Illustrating Children's Books

***Registration for these courses begins  
Saturday, September 10, 1994, at all UCFV centres.***

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